

AFFIRMATIVE ACTION POLICY

I. LEGAL AUTHORITY:

Section 101 (a) (6) and 101(a)(7) of the Rehabilitation Act, as amended; CFR 361.15(b); 29 USC 721(a)(6), 721(a)(7); Americans with Disabilities Act of 1990; RIGL 28-5.1-7; Executive Order 93-01; Department of Human Services Policy.

II. POLICY STATEMENT AND PURPOSE:

It is the policy of the Office of Rehabilitation Services in accordance with Federal and State Law, Executive Orders and Departmental Policy, to provide, through a positive and continuing process, equal opportunity for all employees. The Agency is committed to fair and equitable treatment in recruitment, training, promotion, transfer and termination of its employees regardless of race, color, religion, national origin, sex, age, mental and physical disability, or sexual orientation. Employees or prospective employees will not be discriminated against as a result of arrests in which allegations or charges against them did not result in conviction. This non-discrimination policy extends to service delivery agencies and personnel utilized by the Office of Rehabilitation Services.

III. PROCEDURES:

Refer to the DHS Affirmative Action Plan for more specific policies, procedures, timetables, and enforcement guidelines.